DoD VPP CX

Development, Validation, Implementation and Enhancement of a Voluntary Protection Programs Center of Excellence (VPP CX) Capability for Department of Defense (DoD)

VPP Mentorship Overview

DoD Lead Agent:
Office of the Assistant Secretary of the Army (Installations and Environment)

Department of Defense Voluntary Protection Programs Center of Excellence

Operated by:
CTC Concurrent Technologies Corporation

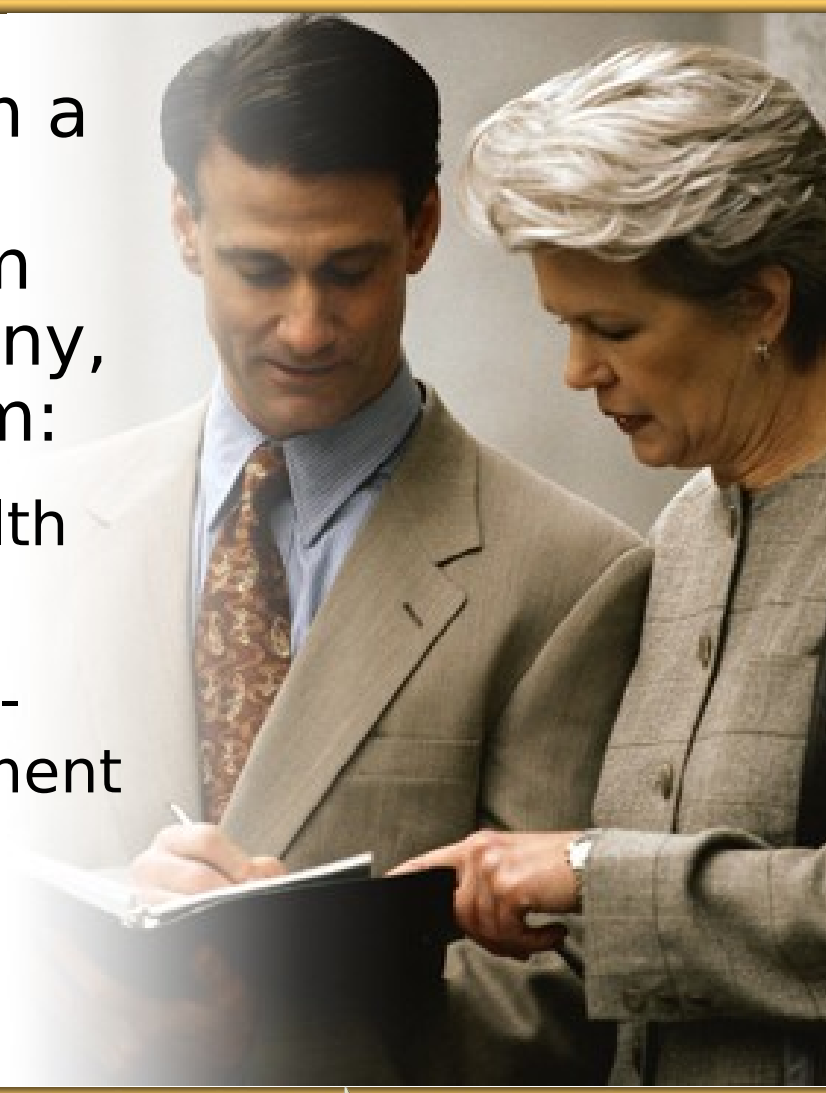
Objectives

After this training you will be able to:

- Define mentoring and mentoring activities
- Identify the benefits of using a mentor
- Identify the difference between a mentor site and a consultant
- Identify a process to select a mentor
- Describe the Voluntary Protection Programs Participants' Association (VPPPA) Mentoring Program
- Define the role of Leadership in mentoring.

What is Mentoring?

- One-on-one assistance from a VPP participant to a prospective participant from another installation, company, or organization to help them:
  - Improve their safety and health management systems
  - Identify ways to enhance site-wide awareness and involvement in the VPP process
  - Develop a “vision” to inspire culture change.



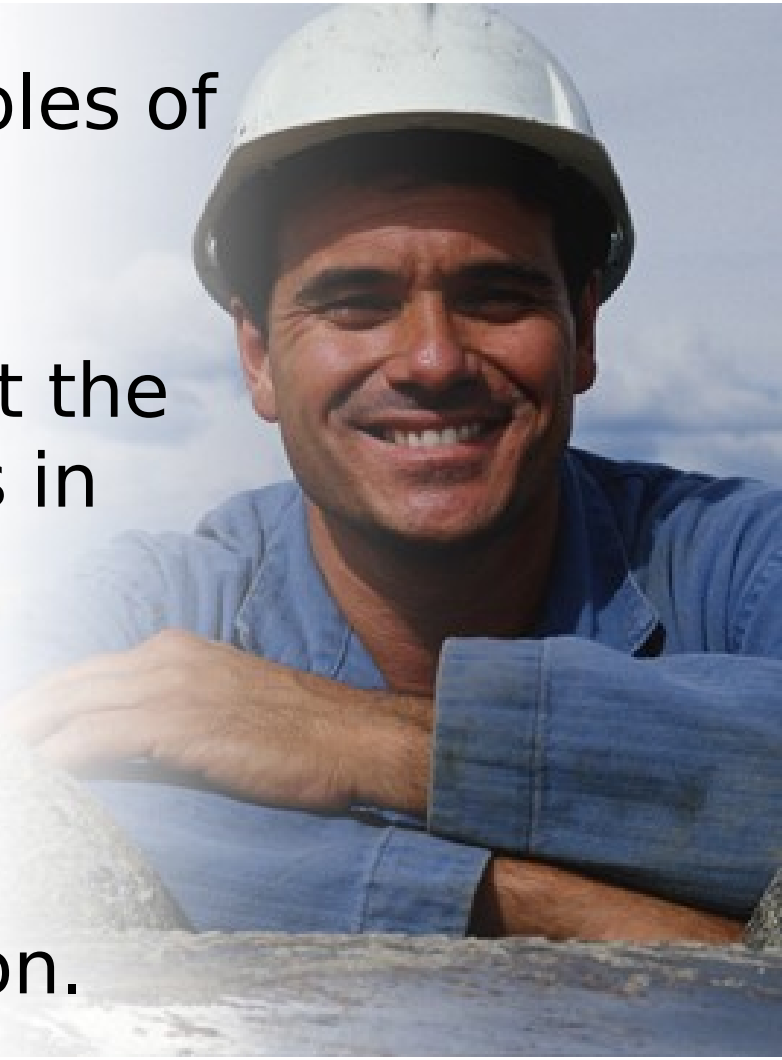
Mentoring Activities

- VPP mentoring activities may include:
  - Supporting mentoring workshops
  - Hosting benchmarking visits
  - Offering tips for effective VPP application development
  - Helping analyze problem areas
  - Sharing knowledge of other resources
  - Sharing techniques and preparation strategies
  - Advising mentees.

Benefits of a Mentor

Benefits of Using a Mentor

- Provide “real world” examples of techniques used to resolve safety and health issues
- Access to resources both at the mentor site and other sites in their network
- Contribute to accelerated culture change
- Ease development and submission of an application.



How to Make the Best Use of a Mentor

- Visit the Mentor's site to observe a "safety culture" in action to help visualize how a good system works
- Foster an atmosphere of partnership and trust to exchange ideas for the best solution
- Provide **ALL** employees the opportunity to compare challenges and gain new perspectives
- Be prepared with specific requests for assistance.

Mentors vs. Consultants

Mentors vs. Consultants

Mentors:

- Demonstrate a fully functioning VPP S&H management system
- Provide proven examples of how specific VPP elements were successfully implemented
- Share how similar challenges were addressed
- Provide VPP "peers" at various levels (i.e., Plant Manager or CEO to Commander, Union to Union, etc.)
- Offer an existing VPP organizational culture for installation to benchmark.

Consultants:

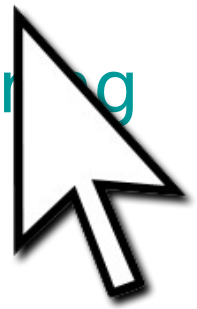
- Provide trained assessors to evaluate VPP S&H management system
- Provide guidance on technical conformance with VPP requirements
- Offer access to a network of best practices
- Can serve as a neutral party to facilitate communication within an organization
- Can assist in identifying a "good fit" mentor based on the site's needs.

Mentor Process and Programs

Processes Available to Select a Mentor

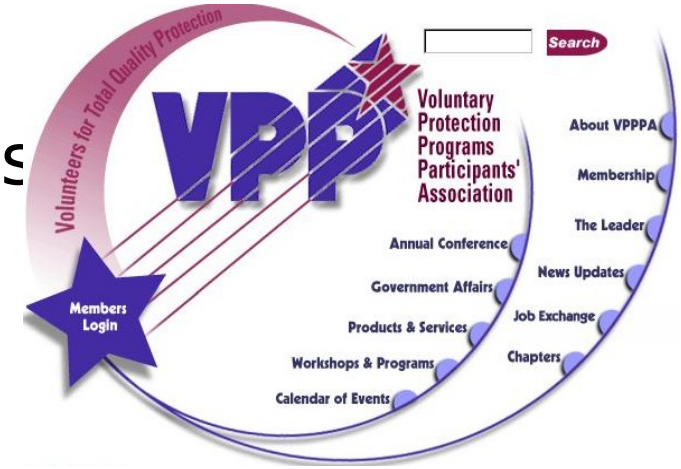
- OSHA's VPP web site allows searches for VPP sites by industry classification or location http://www.osha.gov/dcsp/vpp/index.html
- Participate in the Voluntary Protection Programs Participants' Association (VPPPA) Mentoring Program

  http://www.vpppa.org/Workshops/Mentoring.cfm
- Process may vary slightly by Service.



VPPPA Mentoring Program

- Helps establish mentoring relationships between interested sites and VPP sites
- Similar experiences, industries and geographic location are considered when pairing up a mentor to an interested site
- For more information contact:
  - VPPPA Communications & Outreach Manager
  - (703) 761-1146
  - Mentoring@vpppa.org



Leadership Role

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- Evaluate using mentorship to support VPP implementation at your installation
- Initiate and actively support/participate in the mentorship process
- Monitor the VPP implementation process to determine where additional mentoring may be required
- After achieving VPP status, act as a mentor for other installations to “share the vision” and help them achieve VPP status.

Summary

In this section you learned about:

- Mentoring and mentoring activities
- The benefits of using a mentor
- The difference between a mentor site and a consultant
- a process to select a mentor
- VPPPA Mentoring Program
- The role of Leadership in mentoring.

Questions?